

UNITED STATES COURT OF APPEALS  
FOR THE NINTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
v.	:	
	:	Board Nos.
KB IN & OUT, INC. D/B/A CENTURY CAR WASH;	:	31-CA-076280,
STEVEN RUSHTABADI D/B/A LAX CENTURY CAR	:	31-CA-078621,
WASH; K&G FRANCHISE CORP. D/B/A NATIONAL	:	31-CA-078622,
CAR WASH; KENNY GHARIB AND STEVEN	:	31-CA-082049,
RUSHTABADI AKA STEVEN RUSH, INDIVIDUALS	:	31-CA-091603
	:	
Respondents	:	

JUDGMENT ENFORCING A SUPPLEMENTAL ORDER OF  
THE NATIONAL LABOR RELATIONS BOARD

Before:

This Court having on July 7, 2014, in No. 14-71501, entered its judgment enforcing in full the Order of the National Relations Board in Board Case Nos. 31-CA-076280, 31-CA-078621, 31-CA-078622, 31-CA-082049, and 31-CA-091603, the Board on March 30, 2016, issued its Supplemental Decision and Order fixing the amount due and having thereafter applied to this Court for summary entry of a judgment specifying the amount due:

IT IS HEREBY ORDERED AND ADJUDGED by the Court that the Respondents, KB In & Out, Inc. d/b/a Century Car Wash; Steven Rushtabadi d/b/a LAX Century Car Wash; K&G Franchise Corp. d/b/a National Car Wash; Kenny Gharib and Steven Rushtabadi aka Steven Rush, individuals, Inglewood and Los

Angeles, California, their officers, agents, successors, and assigns, shall make whole discriminatees Julio Ponce and Isaac Alvarez, by paying them the amounts following their names, plus additional net backpay which accrues to the date the Respondent makes them valid offers of reinstatement, plus interest accrued to the date of payment as prescribed in *New Horizons*, 283 NLRB 1173 (1987), compounded daily as prescribed in *Kentucky River Medical Center*, 356 NLRB 6 (2010), and minus tax withholdings required by Federal and State laws:<sup>1</sup>

<u>Employee</u>	<u>Backpay owed</u>	<u>Excess Tax Amount</u>
Julio Ponce	\$40,246	\$1504
Isaac Alvarez	<u>\$22,103</u>	<u>\$720</u>
Totals	\$62,349	\$2224

Total amount due: \$64,573

Endorsed, Judgment Filed and Entered

/s/ Molly Dwyer  
Molly Dwyer  
Clerk

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<sup>1</sup> As set forth in the Board's compliance specification, the Respondents are also liable for the adverse tax consequences for any discriminatee receiving a lump-sum backpay award. These amounts may be updated to reflect the actual date of payment.

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RUSHTABADI AKA STEVEN RUSH, INDIVIDUALS	:	31-CA-091603
	:	
Respondents	:	

CERTIFICATE OF SERVICE

The undersigned certifies that one copy each of the Board's corrected proposed judgment in the above-captioned case has this day been served by first class mail upon the following parties at the addresses listed below:

K&G Franchise Corporation  
d/b/a National Car Wash  
Attn: Kenny Gharib and  
Steven Rushtabadi  
9001 National Boulevard  
Los Angeles, CA 90034

K&G Franchise Corporation  
P.O. Box 2611  
Orange, CA 92859

Agent:  
Steven Rush  
4700 West Century Blvd  
Inglewood, CA 90304

KB In & Out, Inc. d/b/a Century Car Wash  
Attn: Kenny Gharib and Steven Rushtabadi  
4700 West Century Blvd  
Inglewood, CA 90304-1442

KB In & Out, Inc.  
d/b/a Century Car Wash  
P.O. Box 2611  
Orange, CA 90304

Agent:  
Steven Rush  
1600 Rosecrans, 4<sup>th</sup> Fl.  
Manhattan Beach, CA 90266

Steven Rushtabadi aka Steven Rush  
904 Summerlin Lane  
Las Vegas, NV 89125

Steven Rushtabadi aka Steven Rush  
145 East Harman Avenue, #81  
Las Vegas, NV 89109

Steven Rushtabadi aka Steven Rush  
12081 Business Center Drive, Suite  
230  
Irvine, CA 92162

Steven Rushtabadi aka Steven Rush  
PO Box 6553  
Orange, CA 92863

Kenneth Gharib  
Register Number: 69026-112  
MDC Los Angeles  
Metropolitan Detention Center  
P.O. Box 1500  
Los Angeles, CA 90053

/s/ Linda Dreeben

Linda Dreeben  
Deputy Associate General Counsel  
National Labor Relations Board  
1099 14th Street, N.W.  
Washington, D.C. 20570

Dated at Washington, D.C.  
this 25th day of October, 2016